

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

LABOUR TURNOVER : SEPTEMBER, 1962

1. This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1962 and shows these results together with those obtained in similar surveys covering the months of September in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover March 1962", published on 14th September, 1962, contained the results of a survey in March 1962 together with the results obtained in similar surveys relating to the month of March in previous years.
2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.
4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The surveys exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from pay-roll tax. In addition, the surveys exclude rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

Engagements and Separations

6. Table 1 summarizes the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, "female non-manual workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.
7. In September, 1962, the engagement rates for all categories of male workers were higher than in the preceding year, but were lower than the rates reached in 1960. The rates of separation in September, 1962, were also generally higher than in 1961 for both male and female workers.



TABLE 1. - ENGAGEMENTS AND SEPARATIONS, SEPTEMBER, 1954 TO 1962

## PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of September in Year	Manufacturing		Non-Manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing	All Industries (a)	
	Manual Workers	Non-Manual Workers	Manual Workers	Non-Manual Workers	Manual Workers	Non-Manual Workers	Manual Workers	Non-Manual Workers	Non-Manual Workers	Manual Workers (b)	Non-Manual Workers
<u>Engagements</u>	MALES						FEMALES				
	%	%	%	%	%	%	%	%	%	%	%
1954	6.6	2.2	7.5	2.2	6.9	2.2	7.0	4.1	5.3	7.0	5.0
1955	6.4	2.2	7.8	2.5	6.9	2.4	6.5	4.7	6.7	6.7	6.2
1956	4.3	1.8	6.5	2.3	5.1	2.2	5.5	3.8	4.1	5.9	4.0
1957	4.4	1.6	6.0	2.5	5.0	2.2	5.3	3.2	4.6	5.5	4.3
1958	4.4	1.5	6.0	2.4	4.9	2.1	5.2	3.3	3.9	5.2	3.8
1959	5.2	1.9	6.8	2.5	5.8	2.3	7.5	3.9	4.2	7.2	4.1
1960	5.9	2.2	7.9	2.9	6.6	2.6	6.8	4.3	5.5	7.1	5.1
1961	4.0	1.1	5.6	1.8	4.6	1.6	7.2	2.3	r4.0	7.0	r3.6
1962	4.7	1.6	7.3	2.3	5.6	2.1	6.5	3.5	4.0	6.6	3.8
<u>Separations</u>											
	6.0	1.7	6.5	2.1	6.2	2.0	6.6	3.7	4.2	6.4	4.1
	6.4	2.1	7.5	2.5	6.8	2.4	6.3	3.8	4.9	6.4	4.6
	4.3	1.7	5.4	2.1	4.7	2.0	5.7	3.3	4.2	5.7	4.0
	3.9	1.5	5.3	2.0	4.4	1.8	4.7	3.2	4.0	4.7	3.8
	4.2	1.3	5.4	2.2	4.6	1.9	6.0	3.1	3.9	5.9	3.7
	4.6	1.7	6.1	2.0	5.1	1.9	5.5	3.6	4.2	5.5	4.0
	5.4	1.8	6.8	2.4	5.9	2.2	5.9	3.8	5.0	6.1	4.6
	4.7	1.5	5.7	2.1	5.0	1.9	5.6	2.9	r3.7	5.6	r3.5
1962	4.4	1.5	6.9	2.5	5.3	2.2	5.7	3.2	3.8	5.8	3.6

(a) See introductory text for note on industrial coverage.

(b) Includes "non-manufacturing" for which separate estimates are not available.

(r) Revised.



# Engagement Rates for Industry Groups

8. Table 2 shows a dissection by industry groups of the engagement rates of manual workers in September of each year from 1957 to 1962. For male workers the engagement rates were generally higher in 1962 than in the preceding year for both manufacturing and non-manufacturing industries. However, the rates were not as high as those in September, 1960.

9. Since the "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, considerable fluctuation may occur in the turnover rates because a season may be later one year than another.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY

SEPTEMBER, 1957 TO 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	SEPTEMBER					
	1957	1958	1959	1960	1961	1962
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	4.2	4.5	5.5	6.2	4.0	4.6
(i) Engineering (a)	n.a.	n.a.	5.2	6.0	4.1	4.6
(ii) Vehicles (b)	n.a.	n.a.	6.4	6.9	3.8	4.9
Textiles and clothing	2.8	3.2	4.7	4.8	4.6	3.5
Food, drink and tobacco (c)	6.5	5.4	7.5	8.3	6.2	5.8
Furniture, sawmilling and woodworking	4.3	4.5	5.0	4.2	4.9	4.8
Paper and printing	2.0	2.6	3.0	2.9	1.8	3.1
Other manufacturing	4.8	4.3	4.3	5.6	2.5	4.8
(i) Chemicals and oil refining	n.a.	n.a.	3.7	4.2	2.3	3.1
(ii) Other	n.a.	n.a.	4.5	6.2	2.6	5.4
All Manufacturing	4.4	4.4	5.2	5.9	4.0	4.7
<u>Non-Manufacturing -</u>						
Mining	2.6	2.1	3.7	3.3	3.1	2.9
Building and construction	11.2	12.4	12.1	14.5	8.8	11.3
Road transport	4.3	4.6	5.1	6.1	4.2	5.0
Wholesale and retail trade	4.6	4.4	5.5	5.9	4.3	7.7
Other non-manufacturing	6.0	4.2	5.5	6.4	6.0	5.4
All Non-Manufacturing	6.0	6.0	6.8	7.9	5.6	7.3
All Industries (d)	5.0	4.9	5.8	6.6	4.6	5.6
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	6.5	5.3	8.5	8.4	9.6	7.6
Textiles	4.4	3.7	5.4	4.5	6.7	3.8
Clothing	3.6	5.1	6.9	5.8	4.8	6.2
Food, drink and tobacco (c)	6.8	7.6	10.3	11.8	11.9	8.6
Paper and printing	8.4	4.5	5.0	5.6	4.3	7.0
Chemicals and oil refining	n.a.	n.a.	6.1	7.3	7.0	6.0
All Manufacturing (e)	5.3	5.2	7.5	6.8	7.2	6.5
All Industries (d) (f)	5.5	5.2	7.2	7.1	7.0	6.6

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.  
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.  
 (c) See paragraph 9 above.  
 (d) See paragraph 5 for note on industrial coverage.  
 (e) Includes certain industry groups not specified above for which separate estimates are not available.  
 (f) Includes "Non-manufacturing" for which separate estimates are not available.



# Separation Rates for Industry Groups

10. Table 3 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1. It shows that although the rates in manufacturing industry varied, the rate for "all manufacturing" industries was lower in September, 1962 than in the preceding year. On the other hand the rates for most non-manufacturing industries were higher than in September, 1961.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY

SEPTEMBER, 1957 TO 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	SEPTEMBER					
	1957	1958	1959	1960	1961	1962
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	3.6	4.4	4.8	5.6	6.2	4.5
(i) Engineering (a)	n.a.	n.a.	4.8	5.7	3.5	4.5
(ii) Vehicles (b)	n.a.	n.a.	5.0	5.3	17.6	4.4
Textiles and clothing	3.0	3.2	4.2	4.6	2.6	3.7
Food, drink and tobacco (c)	5.6	4.6	5.6	7.3	6.1	4.2
Furniture, sawmilling and woodworking	3.7	5.3	5.3	4.4	3.4	5.6
Paper and printing	2.2	2.4	2.4	2.7	2.2	2.8
Other manufacturing	4.1	4.0	4.1	5.5	2.6	4.5
(i) Chemicals and oil refining	n.a.	n.a.	3.1	4.5	2.1	3.5
(ii) Other	n.a.	n.a.	4.5	5.8	2.8	4.9
All Manufacturing	3.9	4.2	4.6	5.4	4.7	4.4
<u>Non-manufacturing -</u>						
Mining	3.0	3.5	3.4	3.7	3.7	5.6
Building and construction	10.1	11.0	11.4	12.4	11.3	11.7
Road transport	4.2	4.3	5.4	5.2	4.1	4.3
Wholesale and retail trade	3.7	3.7	4.0	4.9	3.5	6.1
Other non-manufacturing	4.8	3.0	5.1	5.6	4.4	4.1
All Non-manufacturing	5.3	5.4	6.1	6.8	5.7	6.9
All Industries (d)	4.4	4.6	5.1	5.9	5.0	5.3
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	5.2	6.2	5.2	7.4	6.5	6.4
Textiles	4.7	2.6	4.0	5.1	2.9	4.7
Clothing	3.8	4.6	5.7	5.0	4.0	4.9
Food, drink and tobacco (c)	7.5	12.3	7.7	11.1	11.0	7.0
Paper and printing	5.2	3.5	4.7	5.7	4.6	5.1
Chemicals and oil refining	n.a.	n.a.	4.6	5.5	3.5	6.3
All Manufacturing (e)	4.7	6.0	5.5	5.9	5.6	5.7
All Industries (d) (f)	4.7	5.9	5.5	6.1	5.6	5.8

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.  
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (b) See paragraph 9 above.  
 (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.  
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

## Analysis of Separations for Manual Workers

11. Table 4 shows a classification by type of separation (see note to table) for male and female manual workers during September, 1961, and September, 1962. Previous issues in the series have contained corresponding information for earlier years.

12. In September, 1962 the retrenchment rate for manufacturing industries was lower than in September, 1961, but was higher in non-manufacturing industries. However, the rate of persons leaving on their own initiative increased for all industry groups



in September, 1962, the majority of separations being in this category. In 1961, however, the majority of separations were the result of retrenchments.

**TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,  
SEPTEMBER, 1961 AND SEPTEMBER, 1962  
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP**

**NOTE:** - D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.

L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.

O - Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

Industry Group	September, 1961					September, 1962				
	D	R	L	O	Total	D	R	L	O	Total
<b>MALES</b>										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.5	4.0	1.6	0.1	6.2	0.7	0.6	3.1	0.1	4.5
(i) Engineering (a)	0.6	1.1	1.7	0.1	3.5	0.7	0.5	3.2	0.1	4.5
(ii) Vehicles (b)	0.4	15.7	1.3	0.2	17.6	0.6	0.8	2.9	0.1	4.4
Textiles and clothing	0.5	0.4	1.6	0.1	2.6	0.7	0.4	2.6	..	3.7
Food, drink and tobacco (c)	0.7	3.8	1.5	0.1	6.1	0.6	1.1	2.4	0.1	4.2
Furniture, sawmilling, etc.	0.8	0.7	1.9	..	3.4	1.2	1.8	2.6	..	5.6
Paper and printing	0.3	0.7	1.1	0.1	2.2	0.6	0.2	1.9	0.1	2.8
Other manufacturing	0.2	1.1	1.2	0.1	2.6	0.8	0.6	3.0	0.1	4.5
(i) Chemicals and oil refining	0.2	0.7	1.0	0.2	2.1	0.4	0.7	2.3	0.1	3.5
(ii) Other	0.3	1.2	1.2	0.1	2.8	0.9	0.6	3.3	0.1	4.9
All Manufacturing	0.5	2.6	1.5	0.1	4.7	0.7	0.7	2.9	0.1	4.4
<u>Non-manufacturing -</u>										
Mining	0.1	1.1	2.2	0.3	3.7	0.2	2.0	3.1	0.3	5.6
Building and construction	1.6	6.4	3.2	0.1	11.3	1.1	5.7	4.8	0.1	11.7
Road transport	0.7	1.0	2.3	0.1	4.1	1.1	0.6	2.5	0.1	4.3
Wholesale and retail trade	0.5	0.9	1.9	0.2	3.5	0.5	2.7	2.7	0.2	6.1
Other non-manufacturing	1.2	0.7	2.3	0.2	4.4	1.0	0.4	2.6	0.1	4.1
All Non-manufacturing	0.9	2.3	2.4	0.1	5.7	0.8	2.8	3.2	0.1	6.9
All Industries (d)	0.6	2.5	1.8	0.1	5.0	0.7	1.4	3.1	0.1	5.3
<b>FEMALES</b>										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.5	2.8	3.0	0.2	6.5	1.1	1.2	4.0	0.1	6.4
Textiles	0.2	0.5	2.1	0.1	2.9	0.3	1.1	3.2	0.1	4.7
Clothing	0.7	0.6	2.6	0.1	4.0	0.4	0.9	3.5	0.1	4.9
Food, drink and tobacco (c)	0.9	6.9	3.0	0.2	11.0	0.5	2.8	3.5	0.2	7.0
Paper and printing	0.5	1.3	2.6	0.2	4.6	0.8	0.4	3.8	0.1	5.1
Chemicals and oil refining	0.1	0.8	2.5	0.1	3.5	0.2	1.6	4.4	0.1	6.3
All Manufacturing (e)	0.6	2.1	2.8	0.1	5.6	0.6	1.1	3.9	0.1	5.7
All Industries (d) (f)	0.7	1.8	3.0	0.1	5.6	0.7	1.2	3.8	0.1	5.8

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.

(b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.

(f) Includes "Non-manufacturing" for which separate estimates are not available.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS  
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**NOTE:-** Inquiries concerning these statistics may be made in Canberra by telephoning UO413 extension 202 or, in each State Capital, by telephoning the office of the Bureau of Census and Statistics.



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